R E P O R T R E S U M E S

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PROGRESS REPORT ON THE STATUS OF WOMEN, OCTOBER 11, 1963 THROUGH OCTOBER 10, 1964.

INTERDEPARTMENTAL COMM. ON THE STATUS OF WOMEN
CITIZENS ADVISORY COUNCIL ON THE STATUS OF WOMEN

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DESCRIPTORS- *STATUS, *WORKING WOMEN, FEDERAL PROGRAMS, EQUAL OPPORTUNITIES (JOBS), *FEDERAL LEGISLATION, *STATE LEGISLATION, VOCATIONAL COUNSELING, ADULT VOCATIONAL EDUCATION, FAMILY LIFE,

THE FEDERAL GOVERNMENT HAS ATTEMPTED TO ADVANCE THE STATUS OF WOMEN BY PROVIDING INCREASED EMPLOYMENT FOR WOMEN IN IMPORTANT GOVERNMENT POSTS, EQUAL HEALTH INSURANCE RATES FOR FEMALE CIVIL SERVICE EMPLOYEES, AND OVERSEAS TRAVEL ALLOWANCES FOR HUSBANDS OF WOMEN IN THE STATE AND DEFENSE DEPARTMENTS. FOR PRIVATE EMPLOYMENT, LEGISLATION SUCH AS THE CIVIL RIGHTS ACT OF 1964 AND THE EQUAL PAY ACT OF 1963 PROMOTED EQUALITY OF RIGHTS AND REMUNERATION. NINE LEGISLATIVE PROGRAMS SUCH AS ECONOMIC OPPORTUNITY ACT OF 1964 AND THE NATIONAL DEFENSE EDUCATION ACT (STRENGTHENED AND EXTENDED TO 1968) HAVE ADVANCED EDUCATION AND COUNSELING. GOVERNMENT AGENCIES HAVE DEVELOPED CURRICULUMS, TRAINED COUNSELORS, AND PREPARED GUIDANCE MATERIALS TO UPGRADE THE STATUS OF WOMEN. LEGISLATION HAS ENCOURAGED EITHER DIRECTLY OR INDIRECTLY PROGRAMS TO PROVIDE CHILD CARE AND HEALTH SERVICES, HOMEMAKER-SERVICES, WELFARE SERVICES, SCHOOL RETENTION OF TEENAGERS, MATERNAL CARE, MENTAL HEALTH, AND CONSUMER PROTECTION. OVER 83,000 COPIES OF THE PUBLICATION, "AMERICAN WOMEN," WERE DISTRIBUTED NATIONALLY AND INTERNATIONALLY. SUMMARIES OF THE ORIGINAL RECOMMENDATIONS AND REPORTS OF THE SEVEN COMMITTEES TO FURTHER THE IMPLEMENTATION OF THE RECOMMENDATIONS THE COMMISSION HAVE BEEN USED AND PUBLICIZED BY STATE COMMISSIONS AND OTHER WOMEN'S ORGANIZATIONS. STATES HAVE ENACTED LAWS TO ESTABLISH MINIMUM WAGES, EQUAL PAY, CIVIL AND POLITICAL RIGHTS. THIRTY-THREE STATES HAVE ESTABLISHED COMMISSIONS TO MEET THE GOALS OF "AMERICAN WOMEN." SELECTED INFORMATION ON GOVERNORS' COMMISSIONS ON THE STATUS OF WOMEN IS INCLUDED. THIS DOCUMENT IS AVAILABLE AS Y3IN8/21--1/963-64 FOR 30 CENTS FROM SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402. (FP)

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PROGRESS REPORT

on the

STATUS OF WOMEN

October 11, 1963

through

October 10, 1964

VT004632

First Annual Report of Interdepartmental Committee and Citizens' Advisory Council on the Status of Women

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PROGRESS REPORT ON THE STATUS OF WOMEN OCTOBER 11, 1963 THROUGH OCTOBER 10, 1964

First Annual Report of Interdepartmental Committee and Citizens' Advisory Council on the Status of Women

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LETTER OF TRANSMITTAL

Washington, D. C.
October 12, 1964

Dear Mr. President:

When the report of the President's Commission on the Status of Women was presented to President Kennedy on October 11, 1963, you shared with us generously in the occasion which you had done so much to make possible.

On behalf of the Interdepartmental Committee on the Status of Women and the Citizens' Advisory Council on the Status of Women, we are honored to submit to you this first annual report, in accordance with Executive Order 11126. The advances made by women during the past year, which have exceeded the expectations of the most optimistic among us, are highlighted in the Introduction and detailed in the Report.

In addition to our appreciation of your great leadership in making possible the gains of the past year, we wish also to thank the Congress of the United States, the Governors and the legislatures of the States where so much progress has been made, and the many private organizations and citizens who have so vigorously accepted the "Invitation to Action" of American Women.

Sincerely,

W. Willard Wirtz

W. Willard Wirtz
Chairman
Interdepartmental Committee
on the Status of Women

Margaret Hickey

Margaret Hickey
Chairman
Citizens' Advisory Council
on the Status of Women

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INTRODUCTION

No year since passage of the Nineteenth Amendment in 1920 can be compared to the period October 1963 to October 1964, in terms of new opportunities offered to women.

Most intangible of the advances, but permeating all others, is the new climate--increased awareness of women's frequently unused potential and of women's needs, accompanied by expectations of greater accomplishment and contribution.

The new climate can be attributed in no small measure to the large audience of American Women, the report of the President's Commission on the Status of Women. It evoked widespread interest not only in this country but also abroad. It has been translated into Italian, Japanese, and Swedish. Denmark has established its own Commission.

The tangible advances fall in several categories.

President Johnson's publicly announced search for highly qualified women for appointment to responsible Federal positions has provided both an example for other employers and an inspiration to girls and women. To reach a common understanding on methods and procedures for locating and recommending qualified women, the Citizens' Advisory Council on the Status of Women sponsored a meeting with top officials in the Government and women's organization leaders.

The equal employment opportunity provisions of the Civil Rights Act of 1964 prohibit discrimination on the basis of sex, as well as discrimination on the basis of race, color, religion, and national origin.

Emphasis during the past year on improving the status of disadvantaged girls and women has been evidenced by the provision for opportunities for young women as well as young men in the job corps and other programs under the Economic Opportunity Act of 1964.

President Johnson has said, "no problems can be met and no progress can be made by Washington alone." Acting on this shared conviction, women's organizations and others have worked for establishment of Governors' Commissions. Their efforts, with

the assistance of the Regional Directors of the Women's Bureau, have been successful in 33 States. The Governor's Commission of the State of Washington has already made a report, and the Governor, through a new Commission, has provided for follow-through on its recommendations. The Delaware Commission has made an interim report. Interim reports and recommendations for legislative action will be made by a number of Commissions in time for consideration by State legislatures in 1965.

A Conference of Governors' Commissions was sponsored in June of this year by the Federal Interdepartmental Committee on the Status of Women and the Citizens' Advisory Council.

The State Commissions are involving countless citizens throughout the United States not only in a review of what is needed to serve women better but also in a search for ways in which women can serve to help build the Great Society.

PROGRESS REPORT ON THE STATUS OF WOMEN
OCTOBER 11, 1963 THROUGH OCTOBER 10, 1964

I. FEDERAL ADVANCES--EXECUTIVE AND LEGISLATIVE

ESTABLISHMENT OF THE INTERDEPARTMENTAL COMMITTEE AND THE CITIZENS' ADVISORY COUNCIL ON THE STATUS OF WOMEN

> Throughout this report the Commission has considered women in the context of the total American society, not as a group apart and not as a group whose progress can be secured separately. It is, therefore, recommended that Federal action taken as a result of the Commission's proposals become operative through regular and existing Federal Government structure *

The President's Commission on the Status of Women recommended the establishment of machinery for purposes of followup on its proposals. Within less than a month after receiving its report, President Kennedy, on November 1, 1963, established the Interdepartmental Committee and the Citizens' Advisory Council on the Status of Women. Their functions, as recommended by the Commission, are leadership, coordination, stimulation of other groups, and reporting of progress to the President.

FEDERAL EMPLOYMENT AS A SHOWCASE

> Where the Federal Government is itself the employer, its hiring and promotion practices can become a showcase for equal employment opportunity without discrimination of any kind. *

Between January 1 and October 2, 1964, 68 new appointments of women to important Government posts had been announced by President Johnson; in addition, the executive agencies had appointed 311 and promoted 1,231 others at salary levels of $10.000 and above. Of the 22 top women in the executive branch, 13 were appointed during this period.

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* American Women, p. 53 and p. 31.

One woman was named Assistant to the President. Two were appointed to serve abroad as American Ambassadors, bringing to eight the number of women ever to hold the rank of Ambassador or Minister. Four became Assistant or Deputy Assistant Secretaries, in Agriculture, Defense, and State. Four were named to Federal Commissions--Atomic Energy, Civil Rights, Federal Trade, and Interstate Commerce--and one to the Board of Directors of the Export-Import Bank.

At the request of the Interdepartmental Committee a survey of men and women in positions at $10,000 and above was conducted by the Civil Service Commission. On the basis of the findings and inspection reports, the Committee is working out a system of regular progress reports with emphasis on field installations.

A top official of the Civil Service Commission, representing the Interdepartmental Committee and the Chairman of the Civil Service Commission, was designated to discuss the President's program with organizations of Federal officials and community leaders in 12 large centers of Federal employment outside Washington.

Other developments in the Federal service:

— The percentage of women in the entering classes of Foreign Service Officer advanced to 12 percent in 1964 from 9 percent in 1963.

— The Federal Employees Health Benefits Act was amended, with the leadership of the Civil Service Commission, so that married women pay the same premium as married men for health insurance for themselves and their families (Public Law 88-284).

— More married women employed overseas were eligible for quarters allowances and travel allowances for their husbands and dependents under revised regulations of the State and Defense Departments.

— By administrative action, the Department of Defense is applying the minimum wage provisions of the Fair Labor Standards Act to certain nonappropriated fund activities, such as PX's, commissaries, officers' clubs, and laundries where large numbers of women are employed.

PRIVATE EMPLOYMENT

> Equal opportunity for women in hiring, training, and promotion should be the governing principle in private employment. *

The Civil Rights Act of 1964, Title VII, prohibits discrimination because of race, color, religion, sex, or national origin by employers, labor unions, and employment agencies. The Act applies to all phases of employment in industries affecting interstate or foreign commerce. Enforcement of the nondiscrimination requirements for employers and unions becomes effective July 2, 1965, for those with 100 or more workers; coverage will be extended each year until July 2, 1968, when employers and unions with 25 or more workers will be covered. Enforcement for all employment agencies becomes effective July 2, 1965.

On June 11, 1964, the date on which the Equal Pay Act of 1963 became generally effective, an Equal Pay Conference was sponsored by the National Committee for Equal Pay and the Labor Department. During the year, the Wage and Hour and Public Contracts Divisions of the Department of Labor held training sessions throughout the country to ensure that enforcement personnel were fully informed of the provisions of the new Act. Numerous conferences of employers and unions and speeches before civic groups and service clubs aided in securing understanding and compliance. Regional Directors of the Women's Bureau have worked closely with enforcement officials in the field.

Selection of apprentices in Federal apprenticeship and training programs must be made on the basis of qualifications alone without regard to nonobjective factors, including sex; Rules and Regulations on this subject were issued by the Secretary of Labor effective January 17, 1964.

Publications of the Women's Bureau of the Department of Labor stressed conditions among disadvantaged women:

— "Negro Women Workers in 1960," an analytical bulletin based on census data, indicated that the gap

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* American Women, p. 30.

between income and earnings of Negro and white women workers had not lessened in spite of the continued shift of Negro women from low- and semi-skilled work into clerical, sales, and professional occupations, and the unemployment rates of nonwhite women workers continue to be much higher than those of white women workers. Some of the data in this bulletin were summarized in a fact sheet, "Current Data on Nonwhite Women Workers."

— Short papers on "Women in Poverty" and "Who Are the Disadvantaged Girls 16-21 Years Old?" were prepared for use of the President's Task Force on the War Against Poverty.

— Fact sheets covering statistical, legislative and other information were prepared for a consultation on improving the status and working conditions of private-household workers.

"Women Workers," a series of reports on employment of women by States, prepared by the Women's Bureau, has been available to Governors' Commissions on the Status of Women and to others.

EDUCATION, TRAINING, AND COUNSELING

> The Commission has given great weight to educational needs of mature women, but nothing it can recommend to meet the special needs of women is of greater importance than improvement in the quality of early education available to all of the Nation's youth. *

The Economic Opportunity Act of 1964 included women in the Job Corps as well as the other programs of that Act. The Interdepartmental Committee and the Citizens' Advisory Council will concern themselves with insuring that there is adequate participation by women in all these programs.

Developments in Federal support of education which have a bearing on the expansion of opportunities for women include:

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* American Women, p. 9.

— The guidance services authorized by the National Defense Education Act have been greatly strengthened, and extended to June 30, 1968, by the 1963 and 1964 Amendments. Coverage now includes junior high and elementary schools, public junior colleges, and public technical institutes. The authorized appropriation of $24 million for fiscal year 1965 would be an increase of $9 million over fiscal year 1963. The number of fellowships authorized under the Act was increased to 3,000 in fiscal year 1965 from 1,500 in fiscal year 1964. For 1966 the number authorized is 6,000; for 1967 and 1968, 7,500 each.

— The legislative base for vocational education supported by the Federal Government was modernized by Public Law 88-210; $806 million in matching grants to States for expanded vocational educational programs was authorized for the first five years (program made permanent); in the year ending June 1963, about 4.3 million students were enrolled in such programs. For work study programs in experimental residential schools $150 million was authorized.

— The Higher Education Facilities Act of 1964 authorized $1.2 billion aid for construction in fiscal years 1964, 1965, and 1966.

— The Health Professions Educational Assistance Act of 1963 authorized $175 million for construction of medical education facilities over a 3-year period,plus $61 million for loans to students entering medical schools during fiscal years 1964, 1965, and 1966.

— The Library Services and Construction Act of 1964 expanded Federal aid to help raise the level of public library services in urban as well as rural areas of our Nation. For fiscal year 1965, $55 million was appropriated.

— The Nurse Training Act of 1964 authorized a $90 million, 4-year construction program for nursing schools; a $58 million, 5-year program to improve and expand training programs; an $85 million, 5-year student loan program.

— 42 percent of all student borrowers under the National Defense Education Act in fiscal year 1963 were women; in 1961, 37 percent. Almost 91,000 women students were

awarded loans or fellowships in fiscal year 1963. By law these funds are available only to full-time students.

— Women constituted 36.3 percent of enrollment in Manpower Development and Training Act courses between mid-1962, when training began, and June 30, 1964. About one-half of the women were training for secretary, typist, bookkeeper, accounting clerk, key-punch operator, and tabulating machine operator jobs. One-fifth were preparing for jobs in health service occupations, such as practical nurse or nurse aid. Women enrolled in courses under the Area Redevelopment Act between November 1961 and June 30, 1964, account for 47 percent of the total.

— The wife of an unemployed man may now be paid a training allowance while she is taking training under the Manpower Development and Training Act. Prior to the enactment of Public Law 88-214 on December 19, 1963, only heads of families and youths were eligible for allowances.

— The increase in junior colleges continues, with an estimated 15 to 20 new institutions opening this fall; between 20 and 25 new junior colleges opened in 1963, making a total of about 670.

Curriculum guides for training management aides in public housing projects, visiting homemakers, hotel and motel housekeeping aides, clothing maintenance specialists, companions to the elderly, family dinner service specialists, homemaker's assistants, and supervised food service workers were prepared and distributed by the Office of Education.

In connection with counseling and career planning, the Women's Bureau:

— Held a consultation with national youth-serving organizations on helping young women prepare for the dual role of homemaker and paid worker that most of them will fulfill.

— Met with six State directors of guidance and staff of the Office of Education to discuss special aspects of vocational counseling for girls and to plan for regional and subsequent State conferences.

— Published three bulletins: "Women Telephone Workers and Changing Technology," "Job Horizons for College Women in the 1960's," and "Clerical Occupations for Women--Today and Tomorrow.

Training of counselor aides and youth advisors for employment by State agencies and other youth guidance activities was satisfactorily completed by 1,739 trainees, including 804 women. The training was provided by the Bureau of Employment Security of the Department of Labor through 27 colleges and universities, and the Women's Bureau furnished the training centers with guidance publications, including American Women.

The Mental Retardation Facilities and Community Mental Health Centers Construction Act of 1963 (P. L. 88-164) authorized a total of $329 million over a 5-year period to provide grants for (a) construction of research centers and public or nonprofit treatment facilities related to mental retardation; (b) construction and establishment of comprehensive community mental health centers; and (c) training of teachers of handicapped children.

HOME AND COMMUNITY

> Women can do a far more effective job as mothers and homemakers when communities provide appropriate resources and when they know how to use such resources for health, education, safety, recreation, child care, and counseling. *

Interest in day care services has been stimulated by the grants to the States authorized by the 1962 Amendments to the Social Security Act.

— 46 States submitted plans to utilize all of the $4 million available in 1964; Congress appropriated the same amount for these grants for fiscal year 1965. Examples among projects being financed are

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* American Women, p. 18.

day care centers for babies of very young parents who are receiving training under the Manpower Development and Training Act, day care centers for mentally retarded children, and a day care center where mothers attend with their children to learn better methods of child care and to learn homemaking skills.

— Four regional meetings and a meeting of State Day Care Advisory Committees held by the Welfare Administration, Department of Health, Education, and Welfare, promoted implementation of the Public Welfare Amendments of 1962 (Public Law 87-543), including the amendment authorizing grants for child care services.

— "Determining Fees for Day Care Services," a pamphlet for use of those planning day care services, was prepared and distributed by the Welfare Administration.

Tax deductions for child care were liberalized by Public Law 88-272. The joint income level above which deductions are not allowable was raised from $4,500 to $6,000. The new law permits deduction of up to $600 for one dependent and up to $900 for two or more dependents; $600 was the maximum deductible under previous law, without regard to the number of dependents. Definition of a dependent child, formerly confined to those under 12, was raised 1 year. The law also made provision for deduction when the wife is incapacitated.

The following facts evidence progress in homemaker services:

— The number of programs grew from 208 to 303 between October 1961 and October 1963, and the number of families served from 5,400 in October 1961 to 9,000 in October 1963.

— A National Conference on Homemaker Services, called by the National Council on Homemaker Services in April 1964 with staff services provided by the Welfare Administration, was attended by 800 persons.

— Financial and/or technical assistance are available to the States through five units of the Department of Health, Education, and Welfare. "Homemaker Service: A Community Resource," describing various kinds of assistance available from the Department is being distributed by the Office of the Assistant Secretary (for Legislation).

Experiments in improving welfare administration include:

— A "concerted services" approach to welfare needs has been initiated in selected housing projects under a task force of Department of Health, Education, and Welfare and Housing and Home Finance Agency specialists. It brings together within ready access all the services needed by residents of the housing projects, including welfare services, education in home and money management, and the upgrading of skills of mothers in low-income families.

— Five States are trying out new methods of keeping teenagers in school until they are employable. West Virginia has received a project grant to study the relative effectiveness of various methods of keeping them in school.

The Cooperative Extension Service of the Department of Agriculture is concentrating its efforts on "hard-to-reach" families in both rural and urban areas. Pilot projects with low-income families have been begun in Hartford, Connecticut; Providence, Rhode Island; Boston, Massachusetts; Kanawha County, West Virginia; Lee County, South Carolina; Lane County, Oregon; and four counties in Alabama. Major emphasis is placed on helping families raise their aspirations and restore their self-respect, and improve their level of living by learning skills in money management, housekeeping, child care and in clothing, home and foor management. The Chicago, Illinois, and St. Louis and Kansas City, Missouri, programs have been expanded. These projects are supported by the land-grant institutions and are substantially financed by funds from county and city governments.

The Maternal and Child Health and Mental Retardation Planning Amendments of 1963 (Public Law 88-156) provided for expansion and strengthening of maternal and child health and crippled children services, including a 5-year project grant program for comprehensive maternity care to high-risk, low-income mothers and a 5-year grant program for research relating to maternal and child health.

Twenty-nine women's organizations participated in a workshop on Unmarried Parents and Out of Wedlock Children held in Washington, D.C., in February, staffed by the Welfare Administration and sponsored by the National Association on Service to Unmarried Parents. The purpose was to enlist the cooperation of women's organizations in the development of services to deal more effectively with the social problems of unwed mothers. A similar workshop was held in Boston in October 1964.

Consumer protection was increased by:

— appointment of an Assistant to the President for Consumer Affairs.

— promulgation of regulations by the Food and Drug Administration to require adequate preclinical testing of experimental drugs before they are used on people.

— enactment of legislation to prohibit the registration of pesticides before they are approved for safety by the Department of Agriculture.

— creation of a National Commission on Food Marketing to study how well the food distribution system serves consumers.

— enactment of full disclosure legislation for "over-the-counter" securities.

II. DISTRIBUTION OF AMERICAN WOMEN

In the year since publication of American Women, newspapers, magazines, publications of women's groups, professional society journals, and newsletters have given it great public visibility.

— 83,000 copies have been distributed. Copies were made available to members of the National Association of Women Deans and Counselors and to members of the American Personnel and Guidance Association.

— A summary of American Women, prepared by the Office of the Assistant Secretary for Legislation of the Department of Health, Education, and Welfare, went to 8,700 readers, through reprints and publication in "Health, Education, and Welfare Indicators;" over 21,000 copies have been distributed of three other publications relating directly to Commission recommendations: Goals for Community Services; Education for Home, Health, and Family; and Homemaker Service: A Community Resource.

— Translations have appeared in Italian, Japanese, and Swedish.

— Overseas, American Women has been distributed to American Embassies, United States Information Service libraries, and to the wives of American Ambassadors. For American Embassy wives, the report has proved not only a valuable source of information on the role of women and their status in the United States, but also a stimulus to informative discussion with local women in both industrialized and developing societies. The Department of State and other agencies regularly provide copies of American Women to visiting women leaders from abroad who find it useful to their understanding of the United States.

— Charles Scribner's Sons of New York plans to publish in the spring of 1965 a hardback and a paperback edition with a critique by Margaret Mead. In addition to American Women, edited and abridged material from each of the Commission's Committee reports will be included.

The publications of women's organizations have continuously publicized the ideas and recommendations of American Women. The programs of these organizations are a major means of implementation of the recommendations.

The reports of the seven Committees and a report of the four consultations held by the President's Commission on the Status of Women, published during the year, have proved very useful to the State Commissions, their committees, and to women's organizations.

III. ADVANCES IN THE STATES--LEGISLATION

MINIMUM WAGE AND EQUAL PAY LEGISLATION

State legislation, applicable to both men and women, should be enacted, or strengthened and extended to all types of employment, to provide minimum wage levels approximating the minimum under Federal law and to require premium pay at the rate of at least time and a half for overtime.

State laws should establish the principle of equal pay for comparable work.*

Several States took action with respect to their minimum wage and equal pay legislation:

— Michigan enacted a minimum wage law, the 36th jurisdiction to do so. The Michigan law, which will go into effect on January 1, 1965, sets a statutory rate of $1.00 an hour applicable to men and women and provides for two step increases to $1.25 an hour by 1967.

— Massachusetts and South Dakota increased the statutory rate of their minimum wage laws.

— Missouri's equal pay law became effective on October 13, 1963, making a total of 24 States with equal pay laws.

A revised model equal pay bill was discussed by an advisory group of State labor department officials convened by the Women's Bureau. Kits of items helpful to groups considering the need for equal pay laws have been distributed to State Commissions, women's groups, and others.

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* American Women, pp. 36, 37.

Improvement of State minimum wage administration was the subject of a national conference of State minimum wage administrators, sponsored by the Women's Bureau and the Labor Standards Bureau in November 1963. With an advisory committee that will participate in developing guidelines, the Women's Bureau and the Bureau of Labor Statistics are preparing for use under minimum wage laws a cost-of-living budget for a self-supporting woman worker.

More than 30 minimum wage orders were revised upward in eight jurisdictions, including 13 orders in California establishing a rate of $1.30 an hour.

CIVIL AND POLITICAL RIGHTS

> State legislatures and other groups concerned with the improvement of State statutes affecting family law and personal and property rights of married women. . . should move to eliminate laws which impose legal disabilities on women.*

Hawaii's new employment practices law, effective January 1, 1964, prohibits discrimination on the basis of race, sex, age, religion, color, or ancestry.

A number of State legislatures have worked toward the removal of discriminatory provisions in family and property laws:

— A wife's conveyance of her real estate may now be made without written consent of her husband in Texas and North Carolina. In only 3 States is such consent still required--Alabama, Florida, and Indiana.

— The right to control their separate real and personal property was given to married women by the State of Texas. There is now no State in which the husband has control over the wife's separate personal property, although vestiges of control over the wife's real property still remain in some States.

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* American Women, p. 47.

State summaries of civil and political rights of women were brought up to date by the Women's Bureau on an accelerated schedule in order to meet the needs of State Commissions and groups seeking establishment of State Commissions.

LEGAL RESEARCH AND ANALYSIS

> The Commission found that in several areas, legal research and analysis are essential before firm proposals for reform can be recommended. *

Permitting husbands and wives to sue each other in tort is the subject of an investigation by the Judicial Committee of the Massachusetts Legislature, which has also authorized a study of certain matters relating to parents and guardians.

A study relating to the removal of minority disabilities of married minors between 18 and 21 was requested from the Virginia State Bar and the Virginia State Bar Association by a joint resolution of the Virginia Legislature.

A study of marriage and divorce laws, family support, and family disintegration is one of the functions of a State Family Council for Home and Family created by the Wisconsin Legislature.

ADVANCES IN THE STATES--GOVERNORS' COMMISSIONS

> We invite response to our recommendations by citizen initiative exercised in many ways--through individual inventiveness, voluntary agencies, community cooperation, commercial enterprise, corporate policy, foundation support, governmental action at various levels. *

A great upsurge of interest followed the "Invitation to Action" of American Women. The establishment of 26 State Commissions in the year following is one of the most significant and potentially far-reaching results of the responses of the press, women's groups, universities, unions, and Federal and State legislators. These, with the seven previously established, brings the total to 33.

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* American Women, p. 48 and p. 2.

The Statewide conferences which paved the way in many States for Commissions and the public meetings, conferences, and seminars sponsored and participated in by the Commissions have concentrated attention on where each State stands in meeting the goals of American Women.

Almost all of the Commissions have appointed committees to review State needs in the basic areas studied by the seven committees of the President's Commission. They are holding meetings and hearings directed toward the formulation of recommendations to meet the major problems women confront. Projects and special interests of the Commissions are as diverse as the characteristics of the States they serve.

One Commission is actively seeking to establish a pilot child care program using public school facilities and the services of teenagers for part of the staff. Another is planning a television series to raise the level of understanding, aspiration, and effectiveness of women who suffer from various kinds of deprivation.

The Governor of at least one State has established a policy of non-discrimination in State employment at the urging of his Commission. A Working Code for Household Employment has been developed by a Commission and is now in use. Health and recreation services have been studied in one State. Effective help in securing enactment of a long-sought minimum wage bill was given by another Commission. Many State Commissions are making recommendations for legislation, with minimum wage and equal pay the most popular items. Several Commissions are studying State educational facilities and employer and employee attitudes on employment of women.

Recent developments and plans indicate that in a number of States the Governor's Commission will become a continuing institution, with the purpose of actively working for the goals established by the initial studies.

A list of the States with Commissions, the name of the Governor, and the name of the Chairman of the Commission appears on the inside of the back cover.

A table with selected information about each State Commission follows.

GOVERNORS' COMMISSIONS ON THE STATUS OF WOMEN

Selected Information

GOVERNORS' COMMISSIONS ON THE STATUS OF WOMEN

Selected Information

STATE	NO. OF MEMBERS (NO. OF MEN IN PARENTHESES)	COMMITTEES	DATE ESTABLISHED AND HOW	FILING DATE FOR REPORT
Alabama	26 (11)	Education Home & Community Private Employment Public Employment Social & Labor Legislation Political & Legal Rights & Responsibilities	June 1963 Executive Order	Final Report February 1965
Arkansas	22 (6)	Education New & Expanded Services Protective Labor Legislation Social Insurance & Taxes	January 1964 Proclamation	Final Report November 1964
Delaware	21 (5)	Education Home & Community Private Employment & Labor Standards Public Employment Civil & Political Rights Tax Structure Health & Recreation	December 1963 Executive Order	Interim Report Filed July 1964

Florida	27		Education Women as Volunteer Workers New & Expanded Services Public & Private Employment Labor Standards Civil & Political Rights Social Insurance & Taxes Legislative Program	June 1964 Executive Order	Final Report April 1965
Georgia	116		Education & Counseling Home & Community Women in Employment Women Under the Law	July 1964 Executive Order	Final Report November 1964
Hawaii	30	(5)	Education & Counseling Home & Community Employment Policies & Practices Under State Contracts Labor Standards Legal Rights Insurance & Tax Laws	May 1964 Executive Order	Final Report February 1966
Illinois	18	(6)	Education Home & Community Public & Private Employment Protective Legislation Legal Rights	August 1963 Legislation	Final Report Not later than March 1, 1965
Indiana	33	(4)	Education Home & Community Labor Legislation Civil & Political Rights	September 1963 Administrative Action	December 1964

GOVERNORS' COMMISSION ON THE STATUS OF WOMEN--Continued

STATE	NO. OF MEMBERS (NO. OF MEN IN PARENTHESES)	COMMITTEES	DATE ESTABLISHED AND HOW	FILING DATE FOR REPORT
Iowa	25 (3)	Educational Needs of Women New & Expanded Services Employment Practices State Labor Laws Legal Treatment	October 1963 Administrative Action	Interim Report October 1964
Kentucky	Not named	Not determined	April 1964 Executive Order	
Maine	25	Education Home & Community Public Employment Private Employment Labor & Social Legislation Political & Legal Rights	January 1964 Administrative Action	Final Report November 1964
Massachusetts	25 (4)	Not established yet	May 1964 Legislation	December 1964
Michigan	25	Education Home & Community Public Employment Private Employment Social & Labor Legislation Civil & Political Rights	August 1962 Executive Order	Final Report October 1964

Minnesota	46 (9)	Education Home & Community Employment Opportunities Civil & Political Rights	October 1963 Executive Order	Interim Report November 1964 Final Report July 1965
Mississippi	20 Provided by law-- none appointed yet	Not determined	May 1964 Legislation	Final Report January 1965
Missouri	27	Women & Education Women in the Home & Community Women at Work Women as Citizens	March 1964 Executive Order	Tentatively December 1964
Nebraska	36 (5)	Education & Counseling Home & Community Women in Employment Labor Standards Women Under the Law Security of Basic Income Women as Citizens	February 1964 Administrative Action	Not set
Nevada	8 (4)	Education Expanded Services Employment Policies & Practices Protective Legislation Civil & Political Rights Social Insurance & Taxes Public Information	April 1964 Proclamation	Preliminary Report December 1964
New Hampshire	18	Education Employment Practices Social & Political Rights	October 1963 Executive Order	Final Report October 1964

GOVERNORS' COMMISSIONS ON THE STATUS OF WOMEN--Continued

STATE	NO. OF MEMBERS (NO. OF MEN IN PARENTHESES)	COMMITTEES	DATE ESTABLISHED AND HOW	FILING DATE FOR REPORT
New Jersey	19 (4)	Education & Counseling Home & Community Women in Employment	April 1964 Administrative Action	Not set
New York (Committee on Education & Employment of Women)	14 (5)	Education Employment Policies Register of Women Law on Civil Service	December 1963 Administrative	Final Report end of 1964
North Carolina	17 (5)	Education & Training Volunteer Organizations & Expanded Services Family & Welfare Services Employment Policies Protective Labor Legislation Civil & Political Rights Citizen Participation Social Insurance & Taxes	October 1963 Executive Order	Final Report January 1965
North Dakota	13 (4)	Education Home & Community Federal & State Employment Private Employment Civil & Political Rights Protective Labor Legislation Social Insurance & Taxes	December 1963 Administrative Action	Final Report December 1964

Oklahoma	25		Education Home & Community Rights Private Employment Protective Labor Legislation Civil & Political Rights Social Insurance & Taxes	January 1964 Executive Order	November 1964
Oregon	19	(4)	Education Home & Community Employment Protective Labor Legislation Civil & Political Rights Social Insurance & Taxes	August 1964 Proclamation	Not set
Pennsylvania	20	(7)	Education Employment Legal & Political Status	June 1964 Proclamation	Final Report July 1965
South Dakota	13		Education New & Expanded Services Employment Policies & Practices (State, County, & Private) Political & Civil Rights	July 1963 Administrative Action	December 1964
Tennessee	15		Education Employment Practices Under Government Contracts & State Labor Laws Legal Treatment State Social Insurance & Tax Laws	August 1963 Executive Order	Final Report December 1964

GOVERNORS' COMMISSIONS ON THE STATUS OF WOMEN--Continued

STATE	NO. OF MEMBERS (NO. OF MEN IN PARENTHESES)	COMMITTEES	DATE ESTABLISHED AND HOW	FILING DATE FOR REPORT
Utah (Committee on the Status of Women)	25 (1)	Employment Community Services Family Services Political & Civil Responsibilities Legal & Tax Status	February 1964 Proclamation	Final Report December 1964
Vermont	Not appointed	Not determined	July 1964	None
Washington (Continuing Commission for followthrough)	41 (8)	Education Legal Rights Employment Policies & Practices Community Volunteer Citizen Employed Woman & Her Family Women in Government Legislative Action Public Relations Research Coordinating	July 11, 1964 Executive Order	None
Washington (Original study Commission)	29 (8)	Education Legal Rights Employment Policies Family & Employed Women Expanded Services Women as Citizens--Volunteers	February 1963 Executive Order	December 1963

West Virginia	27	(7)	Education Women as Volunteers Expanded Programs to Help Women as Wives, Mothers, & Workers Family & Employed Women Employment Policies & Practices Labor Laws Legal Rights	March 1964 Proclamation	November 1964
Wisconsin	34	(8)	Education & Counseling Family & Community Life Employment: Public & Private Legal Rights & Protection Citizen Participation	May 1964 Executive Action	Interim Report October 1964 Final Report March 1965

PUBLICATIONS REFERRED TO IN THE TEXT

One copy may be secured free from the Department preparing the publication, except that publications of the President's Commission on the Status of Women may be ordered from the Department of Labor, Women's Bureau. Quantity supplies must be ordered at the prices shown from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Publications for which no price is listed may be obtained only from the Department listed.

U.S. Department of Labor, Women's Bureau:

An Equal Pay Packet for Voluntary Organizations. 1964. No Charge.
Clerical Occupations for Women--Today and Tomorrow. Bull. 289. 1964. In press.
Job Horizons for College Women in the 1960's. Bull. 288. 1964. 30 cents.
Negro Women Workers in 1960. Bull. 287. 1963. 30 cents.
Who Are the Disadvantaged Girls 16-21 Years Old? 1964. No charge.
Women in Poverty. 1964. No charge.
Women Private-Household Workers, Fact Sheet. 1964. No charge.
Women Telephone Workers and Changing Technology. Bull. 286. 1963. 25 cents.
Women Workers, 1960. (By State) 1963-64. No charge.

U.S. Department of Health, Education, and Welfare, Office of Assistant Secretary for Legislation:

Goals for Community Services: Planning for Community Needs in Health, Education, and Welfare. 1963. 15 cents.
Education for Home, Health, and Family. 1963. No charge.
Homemaker Service: A Community Resource. 1964. No charge.

U.S. Department of Health, Education, and Welfare, Office of Education:

A Suggested Training Program--
Management Aide in Low-Rent Public Housing Projects. OE-87001. 1964. 20 cents.
The Visiting Homemaker. OE-87002. 1964. 20 cents.
Hotel and Motel Housekeeping Aide. OE-87003. 1964. 20 cents.
Supervised Food Service Workers. OE-87004. 1964. 20 cents.
Clothing Maintenance Specialist. OE-87005. 1964. 20 cents.
Companion to an Elderly Person. OE-87006. 1964. 20 cents.
Family Dinner Service Specialist. OE-87007. 1964. 20 cents.
The Homemaker's Assistant. OE-87008. 1964. 20 cents.

U.S. Department of Health, Education, and Welfare, Welfare Administration:

Determining Fees for Day Care Services. Revised 1964. 15 cents.

President's Commission on the Status of Women:

American Women. Report of the Commission. 1963. $1.25.
Reports of the Committees on--
Civil and Political Rights. 1963. 55 cents.
Education. 1963. 50 cents.
Federal Employment. 1963. $1.50.
Home and Community. 1963. 35 cents.
Private Employment. 1963. 40 cents.
Protective Labor Legislation. 1963. 30 cents.
Social Insurance and Taxes. 1963. 55 cents.
Report on Four Consultations: Private Employment Opportunities, New Patterns in Volunteer Work, Portrayal of Women by the Mass Media, Problems of Negro Women. 1963. 35 cents.

GPO 912-396

Governors' Commissions on the Status of Women

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